

Mike Tontor

Wage Agreement

Between

District No. 18

United Mine Workers of America

— and —

The Coal Operators' Association
of Western Canada

LYTHAMTON EASTON

Effective July 3rd, 1953





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Wage Agreement

Between

District No. 18

United Mine Workers of America

— and —

The Coal Operators' Association
of Western Canada

LETHBRIDGE SECTION

Effective July 3rd, 1953

Agreement

AGREEMENT entered into between:

UNITED MINE WORKERS OF AMERICA
DISTRICT NO. 18

of the First Part

— and —

THE COAL OPERATORS' ASSOCIATION OF
WESTERN CANADA (LETHBRIDGE SECTION)

which includes the following companies:

Lethbridge Collieries Limited

J. J. Hamilton Coal Company

of the Second Part.

IT IS HEREBY MUTUALLY UNDERSTOOD AND AGREED that the following conditions and rates shall govern the parties hereto from the Third Day of July, A.D. 1953 to the Second Day of July, A.D. 1954.

The parties to this Agreement will meet in Joint Conference sixty (60) days prior to the expiration to discuss a renewal thereof.

No notice of termination shall be given or accepted by either party during the life of this Agreement.

It is mutually accepted and agreed that this Agreement is intended to be a binding instrument to be fully observed and carried out by the respective parties in all its details.

There shall be no strike, slowdown, stoppage of work or lockout during the life of this Agreement.

There shall be no deliberate limitation of production, either by direct or coercive methods on the part of the miners and mine workers, and any person or persons party to such practice shall be subject to summary discharge.

MANAGEMENT OF MINE

The right to hire and discharge, the management of the mine and the direction of the working forces are vested exclusively in the Company, and the United Mine Workers of America shall not abridge this right.

CHECK-OFF

This contract is made and entered into for the sole use of the United Mine Workers of America and the Members of The Coal Operators' Association of Western Canada. All men who work in and around the Mines who are eligible to become members of the United Mine Workers of America shall join that organization, and agree to sign check-off for all dues, assessments and fines.

The membership dues including initiation fees, fines and assessments of the United Mine Workers of America as authorized and approved in writing by the Local Union, shall be checked off the wages of the employees by the operators covered by this contract, and shall be remitted by the operators, to the properly designated officer of the United Mine Workers of America. Such remittance shall be accompanied by an itemized statement showing the name of each employee and the amount checked off for dues, initiation fees, assessments and fines.

FORM OF ORDER

..... 19.....

To.....

.....

I authorize and empower you to deduct and pay to the Secretary of District No. 18, United Mine Workers of America, or such person as that official may designate, from my earnings from month to month the sum of Five Dollars (\$5.00) for dues, fines and assessments (and where designated in addition the sum of Ten Dollars (\$10.00) per month for five months until a total of Fifty Dollars (\$50.00) has been paid for initiation fees) or such less amounts as may be designated by the Secretary of the District or such other person as he may appoint by Order.

Signed.....

Witness.....

SETTLEMENT OF LOCAL AND GENERAL DISPUTES

(a) In case any disputes or grievances arise under this agreement or any local agreement made in connection therewith, whether the dispute or grievance is claimed to have arisen by the Company or by any person or persons employed, or by the men as a whole, the parties shall endeavour to settle the matter as hereinafter provided. But before any grievances or disputes shall be submitted to the Pit Committee, the person or persons affected shall endeavor by personal application to the Overman, Assistant Overman or Foreman in charge of the work where the dispute arises, to settle the matter, and in the event of them agreeing, their decision shall be final.

In case where a workman is making personal application as referred to above, and wishes to be accompanied by one member of the Pit Committee, he shall be permitted to do so.

(b) In case of any local dispute arising in any mine and failure to agree between the Overman, Assistant Overman or Foreman in charge of the work where the dispute arises and any employee, the Pit Committee and Mine Superintendent or Mine Manager shall endeavor to settle the matter, and if they agree, their decision shall be final.

(c) In the event of the failure of the Pit Committee and the Mine Superintendent or Mine Manager to settle any dispute so referred to them, as well as in the event of other disputes arising, the matter in dispute shall be referred in writing to the Managing Director of The Coal Operators' Association of Western Canada and the President of District 18, United Mine Workers of America, who shall meet as soon as practicable, and not in any event later than fourteen (14) days, with a joint committee of six (6) composed of the Managing Director of the Association, the General Manager or

General Superintendent of the mine where the dispute arose and another appointed by him, the President of District 18, the President or Secretary of the Local where the dispute arose and one other District officer. If they agree, their decision shall be binding on both parties. In the event of their failure to agree, they shall endeavor to select an Independent Chairman, and failing to agree upon one, the Managing Director of the Association and the President of the District shall ask the Federal Minister of Labor to appoint such Chairman. The decision of the Committee thus constituted shall be binding on both parties.

(d) In the meantime, and in all cases while disputes are being investigated and settled, the employee involved must continue to work pending investigation and until final decision has been reached, but where an employee has been discharged by the Company, he shall not remain in the employ of the Company while his case is being investigated and settled. If a claim be made within five (5) days where an employee has been unjustly discharged, the case shall be dealt with according to this Article, and if it is proven that he has been unjustly dealt with, he shall be reinstated.

If a claim is made for compensation for time lost, in cases where reinstatement has followed, it shall be left to the Joint Committee as provided for in subsection (c) to decide what amount (if any) is to be paid.

(e) Any breach of this agreement by any of the parties hereto is not to void the said agreement, but the same is to be continued in full force and effect.

(f) If the Managing Director of the Association or the President of the District is unable, on account of sickness or absence from the district, to attend to the duties hereinbefore set out, these duties shall be assumed by either the President or Vice-President of the Association and by either the Vice-President or

Secretary of the District, or by their nominees within the respective organizations. Due notice shall be sent immediately by either party to the other.

(g) Settlements and decisions that have been made and are in effect may be introduced on their merits as matters of reference in taking up disputes during the life of this agreement.

If the United Mine Workers and the Association agree upon a proper person to be appointed as Chairman for a term certain, then such person shall be the Chairman as required by Section (c) above.

The expenses involved in the above arrangement shall be shared on an equitable basis by both parties.

DUTIES OF PIT COMMITTEE

The Pit Committee shall be a committee of three (3) in each mine or other plant covered by this Agreement, selected by the employees working at such mine or other plant from among their own number, except that one (1) member may be a checkweighman or an officer of the Local Union, not necessarily an employee, but he must previously have been selected as checkweighman or officer from amongst the employees of such mine or plant. Due notice of such selection, properly certified in writing, shall be given to the Company.

Where more than one mine is included in a Local Union the preceding paragraph shall be interpreted to mean that the Secretary of the Local Union may act on the Pit Committee, provided, however, that he must previously have been selected as Secretary from amongst the employees of one of the mines over which the Local Union has jurisdiction.

The duties of the Pit Committee shall be confined to the settlement of disputes as set out in the preceding clause covering "Settlement of Local and General Disputes" and they shall under no circumstances go around the mines unless by permission of the management in the discharge of their duties.

Provided that when a person is found incompetent to perform a contract that person shall be liable to the extent of the value of the property or property interest involved in the contract for the full amount of the contract shall be paid.

Provided further that when a person is found incompetent to perform a contract that person shall be liable to the extent of the value of the property or property interest involved in the contract for the full amount of the contract shall be paid.

It is further provided and agreed that a person who is found incompetent to perform a contract shall be liable to the extent of the value of the property or property interest involved in the contract for the full amount of the contract shall be paid.

EMPLOYMENT OF OTHER PERSONS

A person who is employed by the management of the company shall be liable to the extent of the value of the property or property interest involved in the contract for the full amount of the contract shall be paid.

It is further provided and agreed that a person who is found incompetent to perform a contract shall be liable to the extent of the value of the property or property interest involved in the contract for the full amount of the contract shall be paid.

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CONSTRUCTION AND EXTENSIVE REPAIRS

All major scientific journals report on research that has major implications, and the scientific community is aware of the importance of the research. The research is published in a journal that is widely read and is accessible to the scientific community. The research is published in a journal that is widely read and is accessible to the scientific community. The research is published in a journal that is widely read and is accessible to the scientific community.

The authors of *Hard Times* argue, however, that the findings do not indicate that the program had a statistically significant effect on the number of cigarettes smoked per day. The authors note that the findings are based on a relatively small sample size and that the findings may be influenced by the way the data were analyzed. The authors also note that the findings are based on self-reported data and that the findings may be influenced by the way the data were collected.

PENALTY FOR ABSENCE FROM WORK

When an employee's absence exceeds 15 consecutive days for a period of 90 days, unless a higher number of days is stated on the leaving papers, it is regarded as the employee's discharge and discharge certificate must be furnished. An employee whose absence exceeds 15 consecutive days without being discharged is regarded as having been discharged. If an employee's absence exceeds 90 consecutive days, the employee is discharged. An employee who exceeds 15 consecutive days of absence may be discharged.

CHEE KWI CHHINEN AND CHEE MEALUHNIE

The company is given the right to the money in stages, so the company is paid for the work and if sold paid the 10% for the right to sell the business. Every time something is sold, the company gets a percentage of the sale. The company is given the right to the money in stages, so the company is paid for the work and if sold paid the 10% for the right to sell the business. Every time something is sold, the company gets a percentage of the sale.

period from time to time and will deduct from the wages of a contract worker such amounts as may be designated from time to time and will pay over the same to the Superintendent of the borough, clerk, treasurer or other officers.

PREFERENCE OF EMPLOYMENT

In case of a lay off or a the taking on of new the seniority or term of service of employees shall be considered and the employees with the longest unexpired term of service with the town shall be given preference in the re-employment where re-employed.

The company agrees to give company men having more than a year's service with the town men as follows: Employees with less than a year's service shall be paid the same as the town employees with less than a year's service. The performance of the company men shall be the chief consideration. If a company man performs the work required of him and he is to be re-employed, agreement shall be made with the employee who has a right of preference where the employee has a claim that such work has been made a subsidiary industry or other work from which profit may be made.

DIVISION OF WORK

There shall be an equal division of work in each town amongst the men employed in their respective municipalities as far as practicable.

MINIMUM RATE

When a worker's working place becomes deficient owing to any accident or illness or when he is any distant town or is laid off owing to him from earning the minimum wage of \$1.00 per day the company shall pay him a minimum of \$1.00 per day while he is laid off or when he is laid off owing to him from earning the said minimum per day for less than a 15 day's work. Provided however regard shall be had to the pay period in which the deficiency is claimed. The

shall not apply where work is performed in two separate parts, one being normal and the other abnormal.

The above rate shall be paid exclusive of all charges, except as would apply to men working on Company data rates.

MINERS TAKEN TO DO COMPANY WORK

The Company shall pay the sum of \$12.94 per day for all miners taken from contract work to do Company work.

DELIVERY OF MATERIAL

In accordance with the Coal Mines Regulation Act of Alberta the Company will at all times deliver an adequate supply of suitable timber rails, ties, planks, conveyor material and sheet iron at the nearest cross-cut to the face of a raise workings and in places where the timber and pit cars go to the working face without being handled by the miner they shall be delivered on the cars to the working face. In other places across the pitch the timber rails, ties, planks, conveyor material and sheet iron will be delivered to the mouth of the room.

LOADING OF COAL FROM CHUTES

In picking seams where chutes are used, the Company will handle all coal placed in the chutes by the miners.

DOCTOR AND HOSPITAL ARRANGEMENTS

Doctor and Hospital arrangements shall be as provided for in the Workmen's Compensation Act of Alberta.

STORE

It shall be understood and agreed that the employees shall be at perfect liberty to purchase goods wherever they may choose to do so.

HOLIDAYS

The following days shall be observed as holidays: New Year's Day, Good Friday, May 1st, Victoria Day, Dominion Day, Labor Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day.

Men required to do work on any of the above holidays shall be paid at the rate of time and one-half or rate and one-half.

FUNERALS

In the event of an instantaneous death by an accident in the mine or outside the mine, the miners underground and all other employees may suspend work in the mine where the accident occurred on the day of the accident, but shall resume work on the following day and continue to work until the day of the funeral, when the mine shall be idle.

SUB CONTRACTING

No sub-contracting shall be allowed in any mine operated by any company.

EMPLOYEES TO CARE FOR MINE

In the case of either a general suspension of mining, either a suspension of this Agreement or otherwise, the Engineers, Firemen and Pumpmen shall not suspend work, but shall when mining is suspended, fully protect all the company's property, when their rate shall operate fans and pumps and when a hoist breaks down and stop, and as may be required to protect the company's property and any and all men required to keep up steam at the company's plant, but it is understood and agreed that the company will not ask them to hoist any coal for sale on the market.

SINGLE SHIFT

The single shift system in rooms and pillars shall be adhered to as far as practicable.

WET PLACES

A working place is the mine where water drops from the roof in quantities sufficient to wet a man's clothing or where standing water is over 15 inches average depth shall be considered a wet place. The rate for wet places shall be 10c per day and 5 for a whole year.

Where water runs in an abnormal either from top or involving continuous standing in water special consideration will be given by the companies to the workmen either a time or money in addition to the 50c per day above referred to.

ABNORMAL WEATHER CONDITIONS

In the case where an underground employee is required by the company to perform duties outside of the mine under abnormal weather conditions, the company agrees to provide suitable extra clothing to keep him warm and dry during the performance of such work.

The foregoing shall not apply to any employee engaged in his usual occupation in or about the mine.

ROCK MINERS

Where a man is engaged on rock work where hammer and pick are used, he shall be considered a "Rock Miner" and paid Rock Miner's wages.

If an air drill is used the 10c shall be paid Machine Miners' wages and the 10c per paid Machine Miner's 10c per day wages. If a jackhammer is used the 10c shall be paid Rock Miner's wages. The men so engaged shall be classed as miners or laborers as the case may be.

When a man is engaged on work in both rock and coal if the amount of loose rock is greater than the amount of loose coal he shall be classed as a Rock Miner and where the amount of loose coal is greater than the amount of loose rock he shall be classed as a "Coal Miner."

BRUSHING

When a man is engaged on brushing, either top or bottom, using the usual drills and tools, he shall be classed as a "Coal Miner." If the brushing is done by hammer and steel he shall be classed as a "Rock Miner."

Timbermen taking out rock while engaged in re-timbering or repairing shall not be classed as Rock Miners.

RESIGNMENT

Where any employee has drawn his time before the regular pay day, he thereby severs his connection with the Company, and any alleged grievance he may have ceases to be a question for consideration under this Agreement. The words, "drawn before the regular pay day" are satisfied by the application of the employee for, and his receipt of his time check before the regular pay day.

PAY DAY

All wages earned by any person or persons employed in or about a mine shall be paid in accordance with the Coal Mines Regulation Act of Alberta. Any employee desiring to leave the service of the Company on his request shall be paid all monies due him within two days after his stoppage of work.

MARKET RESTRICTIONS

It is agreed that District No. 18, United Mine Workers of America, will not in any way restrict or interfere with the marketing of coal or coke to any person, firm or corporation.

TURN OF CARS

The Company shall as far as practicable, supply each miner with an equal turn of cars.

Nothing under this heading shall be construed to prevent arrangements being made between any company and the Local Union to share in on the sixth day of one or more half days and retail company time. However this is subject and many other items where a satisfactory basis is sought by the Company must be discussed with a member employed who has to be reported to work on the day.

Shipping permits shall be permitted to work on the seventh day as a contingency of work operated in connection therewith has worked five days in that week. It being understood that an agreement holiday shall be counted as though it were a work day.

SATURDAY WORK

In the event that a member company desires it not ability to operate on Saturday before 7:00 a.m. or before 7:00 p.m. of the preceding Friday give notice to that effect and in the event that such notice is not given, the penalty provisions of the Agreement shall not apply to such workers who fail to work on such Saturday.

POWDER

Where explosive supports are being sold to the miners, they shall be furnished at net price which shall include handling, transportation and assistance.

In the event of a dispute arising over the price of powder the firm shall have the right to examine the accounts.

WORKING PARTNERS

Contract miners may with the consent of the Management become their own working partners from amongst the employees of the company.

DUAL CLASSIFICATIONS

In the case of a man working in a dual capacity he shall be paid the rate that is highest for the class of work performed.

DISABLED WORKMEN

Men having permanent partial disability or partial disability received in and around the mine shall be given preference in the case of work they can perform, over other workmen. This clause takes precedence over the seniority clause in the Agreement. The competency of the applicant to perform the labor in question shall be decided by the Mine Manager or Overman whose decision shall be final.

STOPPING OF WORKING PLACES

That in the case of a miner's place being stopped because of physical conditions the same miner, provided he is still an employee of the Company, to be given first preference of the said place if the place is ever opened up again.

Note "Employee" to mean "working employee."

PART SHIFTS

The Company agrees that men will not be called out for work unless there is reasonable assurance of at least four hours work provided however that accidents, breakdowns of operations or insufficiency of railway cars occurring beyond the control of the Company shall not be regarded as cause for payment beyond time worked.

However this shall not be interpreted to mean that the Company can establish a shorter shift than eight hours for surface employees and underground Company men and if there is no breakdown or absenteeism in the extent of affecting underground operations and the men continue to work beyond four hours time, then they shall be provided work to complete the eight-hour shift or be paid a full eight hour shift.

This clause shall not apply to men called out for minor repairs or to do chores about the mine.

AMENDING AGREEMENTS

Tenants Agreement dated February 17th, 1948

Agreement must be reached to start the operation of the Welfare Fund by May 1st 1948 and the Operators are prepared to increase their contribution to this fund by two (2) cents per ton raising the contribution from three (3) to five (5) cents.

Supplementary Agreement dated February 17th, 1948

The present issue under this heading is amended by deleting the words "to be known as the Welfare Fund of District 18 United Mine Workers of America" in the sixth and seventh lines and substituting therefor the words "shall be known as the Welfare and Retirement Fund of District 18 United Mine Workers of America".

The issue is also amended to provide that payments into the fund effective February 17th 1948 shall be fifteen (15) cents per ton on all coal sold or used by the Coal Operators who are members of the Domestic Coal Operators Association of Western Canada.

Agreement dated February 18th, 1948

It is hereby mutually understood and agreed that from the seventeenth day of February 1948 to the sixteenth day of February 1949 payments to the Operators of the Welfare and Retirement Fund shall be fifteen (15) cents per ton on all coal sold or used by the Coal Operators who are members of the Domestic Coal Operators Association of Western Canada.

Agreement dated July 3rd 1948

The Company contribution to the Welfare Fund shall be increased to twenty (20) cents per ton on all coal sold or used.

HOLIDAYS WITH PAY

1 (a) That one day's holiday credit will be granted to any employee who has lost not more than twelve hours during the month. However if any employee averages 20 working shifts per month during the year, he will be entitled to 12 days holiday with pay.

A maximum of 12 days pay may be earned, but holidays must be taken within a period of two weeks.

(b) Basic period for holiday computation shall be established as the twelve months ending March 31st in any year.

(c) All holidays earned in the year or part of year ending at March 31st will be due to be taken by the employee at any time during the following twelve months.

The Company will have the right to close down the mine for a two weeks period for the purpose of giving men holidays with pay but the period at which this would be done would be mutually arranged between the Company and the Local Union.

In the matter of employing men during the shut-down period—

Preference should first be given to men who have little or no holiday credits due.

Second preference should be given to men who may desire to take their holidays at some other time.

Men retained in employment should be permitted to take holidays at such other time as could be mutually arranged.

All of the foregoing would be subject to the ability of the men to do the work required.

(d) No person shall be qualified for holidays with pay until he has completed twelve months continuous employment with the Company. Men who have not been in the employ of the Company for the full 12 months period ending March 31st, will be given credit

for holiday earned up to that date. Such holidays to be taken only after completing twelve months' continuous employment.

The company also paid a liquidity credit of \$1.5 million in the fourth quarter.

12. The hourly rates of pay for all employees shall be the normal hourly rates of pay for the district in which they were employed during the month in which the strike ended or was called.

2. With respect to claims involving the control of the

1. The following is a list of the names of the persons who are members of the Board of Directors of the United States Steel Corporation, as of the date of the filing of this report:

The 14th and 15th Amendments, during the efforts of the Reconstruction era, were intended to ensure that all citizens, regardless of race, were granted the same rights and privileges as white citizens. The 14th Amendment, in particular, established that all persons born or naturalized in the United States are citizens and that no state can deprive any citizen of life, liberty, or property without due process of law. The 15th Amendment prohibited the federal government and the states from denying the right to vote to any citizen based on race, color, or previous condition of servitude. These amendments were crucial in defining the rights of African Americans and ensuring their equal treatment under the law.

20. If a disease is either a pre-symptomatic or an asymptomatic stage of another disease, then the results and conclusions that can be drawn from a study of the first disease may be different from those that can be drawn from a study of the second disease. This is because the first disease may be a pre-symptomatic or an asymptomatic stage of the second disease, and hence, having progressed to a certain point, it may be fatal.

d. When employees work a short shift beyond of more quantity they will be counted as having work on a full day for holiday qualification purposes.

g) Where employees leave their work before the end of the normal shift, if there are no visitors and have not completed the work allotted to them, they shall be treated only with the time worked.

It shall be noted that clause 1-a has been amended to allow an additional four hours for time lost under this Clause.

1f) Where a mine is ready for work and men do not turn out in sufficient numbers to operate the mine, the Company will assume no responsibility for holiday credits for any men who may be compelled to return home.

p) A day as referred to herein shall be a shift of eight (8) hours worked, overtime worked beyond 8 hours shall be credited to the days worked to qualify for holidays.

h) Where leave of absence has been granted by the Mine Manager if any man is unable satisfactorily to resume work, absence would be counted as time worked.

Employees for 10 or more shifts under this clause shall be entitled to the following:-

1. Where a man normally employed by the company is a resident in a village or town, he shall qualify for 10 holidays annually if the company will accept his qualifications and carry its proportion of the cost of the leave granted, the balance to be borne by the Government Fund.

3. Limitation regarding sickness and compensation

1a) In cases of long-term illness certified by a doctor's certificate as less than more than three days in any one calendar month shall be considered as working time and compensation, more or less of not more than six days in any one month shall be considered.

1b) In the case of a man being off work on compensation for a lengthy period as well as in cases where

men are laid off work and subsequently rehired, they shall not be considered as having accumulated any pay pursuant to awarding the termination or removal of employment without compensation to be awarded him during his lay-off. This shall not apply to most disability.

4. Employees within 100 miles of the company are given an alternative of working the overtime which appears better than the overtime for an specific hours but it should be recognized that for an employee, he does have with him some of the problems. The employee should be arranged with the Union Manager.

5. It is noted a employee is not to take his holidays during the first 12 months. After which they were earned he may choose to be given a reasonable paid leave and his holidays at the end of his 12 month period.

6. There must always be a holiday pay must take each holiday. The holiday period for each employee shall be approved by the management as provided for under Article 1 of the Union with Pay Agreement.

7. Holidays shall under this Agreement be paid for credited as working days but as compensation any days a employee of the company required to qualify for a holiday shall be approved through out the year and credited to the month in which both days were taken.

8. Any employee who has completed 12 months with the company are to work with the company and there shall be during 12 the company for any reason whatsoever that he will be a day's work as well under this Agreement up to the day of his leaving the company of the Company.

9. Disputes arising hereunder will be settled or settled under the authority of our Agreement for the settlement of disputes.

National War Labour Board Decision Bulletin No. 17, dated September 10th, 1942, shall be used for determination in all cases where any matters arise to which this can be specifically applied, but this shall not be used to change any of the specific provisions of the foregoing Agreement.

HOUSE COAL

House coal shall be supplied to employees who are bona fide householders at presently existing rates. Prices to widows of men who were employees at time of death, to be the same as to employees.

LAMPS AND WASHHOUSE

The Company shall supply the mine workers with lamps, and shall provide their employees with free washhouse facilities.

INSURANCE ON EMPLOYEES' CLOTHING

The Company will insure employees' clothing in the washhouse against loss by fire only to a maximum amount of Fifty Dollars (\$50.00) in each individual case.

EMPLOYEES ACCOMPANYING INJURED WORKMEN

When an employee is ordered by the management to accompany an injured workman, he shall be compensated at Company Rates for time necessarily lost.

ROTATION OF SHIFTS

When any type of work is performed on a multiple shift basis the general principle of shift rotation will be adhered to as far as is practicable.

This Agreement is based upon the full appreciation of both parties of the need for increasing tons produced per man employed and requires that Contract Miners and Day Wage employees shall devote their full available time under the Regulations to the performance of their duties.

Each Contract Miner and other underground employee shall remain in or at his working place until the time specified by order as being the end of the shift. Such specified time shall make due allowance for the time necessary to walk to the checking-out place, or to the man-trip, where such is provided.

Failure to observe this provision, after two warnings, shall make the employee subject to discharge, unless good reasons can be given for leaving the working place before the times specified. Provided, however, that the specified times above mentioned shall be subject to agreement between the management and the Local Union.

LETHBRIDGE COLLIERIES LTD.
and
J J HAMILTON COAL COMPANY

Per Eight
Hour Day

Inside Day Wage Schedule

Rock Miner	\$ 13.34
Machineman, Electric Undercutting and Shearing	14.37
Machineman's Helper Electric Undercutting and Shearing	13.04
Radial Machineman	12.94
Radial Machineman's Helper	12.22
Mine Carpenter	13.14
Driver Boss	12.94
Pipe Fitter	12.94
Stableman	12.94
Driver, Spike Team	13.27
Driver (3-Horse Spike Team)	13.64
Miner	12.94
Shotlighter	12.94
Bratticeman	12.94
Tracklayer	12.94
Timberman	12.94
Main and Tail Rope Rider	12.94
Clutchman	12.94
Cager, Shaft	12.94
Hoistman	12.94
Timber Handler	12.70
Motorman	12.88
Driver	12.88
Rope Rider	12.72
Locomotive Engineer	12.72

	Per eight hour day
Bridleman's Helper	12.22
Timberman's Helper	12.22
Tracklayer's Helper	12.22
Motorman's Helper	12.22
Locomotive Switchman	12.22
Couplet	12.22
Pusher	12.22
Bucker	12.22
Loader	12.22
Cager, Slope and Incline	12.22
Pumpman	12.22
Gripper	12.22
Pipe Fitter's Helper	12.22
Rollerman	12.22
All other labour unclassified	12.22
Boys	\$10.40 to 11.61

Long Wall Classifications

Loader Loading Coal on to Conveyors	13.13
Conveyor Pan Man	12.94
Cogman	12.94
Packwall Man	12.94
Plate Man	12.94

Duckbill Classifications

Machineman	14.67
Combination Machineman-Duckbill Operator	14.47
Faceman	13.87

Per eight
hour day

Car Trimmer	12.88
Duckbill Operator	14.27

The Combination rate of \$14.47 shall apply only to a 3-man crew. Where a 4-man crew is employed the Machineman rate shall be \$14.67

Outside Day Wage Schedule

Power House Engineer	\$12.71 to	13.35
Hoisting Engineer		13.19
Tail Rope Engineer		13.24
Blacksmith		13.14
Welder (Certificated)		13.14
Carpenter		13.14
Machinist	\$12.71 to	13.30
Endless Rope Engineer		12.94
Incline Engineer		12.72
Box Car Loader Engineer		12.72
Tipple Engineer		12.72
Locomotive Engineer		12.72
Car Repairer		12.72
Breaker Engineer		12.72
Timber Frammer		12.72
Motor Truck Driver		12.72
Locomotive Switchman		12.22
Electrician's Helper		12.22
Electrician's Helper (underground afternoon and night shift) when operating lathe	\$12.71 to	13.30
when working under an electrician		12.22
Blacksmith's Helper		12.22
Carpenter's Helper		12.22

	Per night four day
Machinist's Helper	12.22
Bottom Man	12.22
Fireman	12.22
Tipple Dumper	12.22
Breaker Picker Boss	12.22
Teamster	12.22
Box Car Shoveller	12.22
Lampman	12.22
Railway Car Handler	12.07
Screen Engine Tender	11.99
Fireman's Helper	11.99
Tipple Dumper's Helper	11.99
Top Cager	11.99
Timber Sawyer	11.99
Water Tender	11.99
Breaker Oiler	11.99
Washer or Tipple Oiler	11.99
Stableman	11.99
Shale Picker	11.99
Car Oiler	11.99
Ashman	11.89
Wiper	11.89
Coupler	11.99
Rock Bank Man	11.99
Dirt Bank Man	11.99
Finisher after Box Car Loader	11.99
Fanman	11.99
Car Repairer's Helper	12.22
All other Labour Unclassified	11.99
Boys	\$10.03 to 11.00

Schedule of Boys' Jobs

Undernoted Boys' Jobs are to be paid according to the rates as set forth for boys in the foregoing schedule, except that men's rates shall apply when boys attain 18 years of age.

Surface

Bel Boy
Picking Slate (small
screen)
Box Car Sweeper
Tagger
Paint Boy

Underground

Bel Boy
Trapper
Check Boy
Creeper Attendant

The above classifications which cover all boys' work and rates shall apply while boys are engaged on the above work, but if they are required to do work in men's classifications, then men's rates shall be paid.

CONTRACT RATES

In addition to all Contract Rates as herein set out there shall be paid to all contract men the sum of \$2.20 per 8-hour day.

ELECTRIC MACHINES—CHAIN CUTTING

Universal Machine

Where the Universal Machine is used the following rates shall apply: Cutting and shearing, to the full depth of cutter bar and the full swing of same, \$3.06 for each place so cut and sheared. All places to be cut in the bone or black jack immediately under the coal seam, unless when otherwise ordered, and to the width so ordered by the official in charge of the work. Ma

the rate of \$14.37 per eight hour shift, and the Helper at the rate of \$13.04 per eight hour shift. When shearing is done by Niskol Machine the following rates shall apply. Operator to be paid \$2.37 per shear. Helper to be paid \$2.20 per shear.

All cuttings from shearing machines to be thrown a distance of six feet from the face and clear of all roadway in rooms.

All Electric Machine Runners

STOP signs will be displayed when necessary to indicate that the machine runner has traveled as far as the trailing cable will reach and any Machineman neglecting to stop, and by so doing causing damage to any of the electric switches, or by carelessness causing any damage to the trailing cable shall be charged for the damage done. In the event of this happening per statement they may be discharged. Machine runners shall be responsible for all tools, picks, etc. allotted to them, and shall be charged for any loss of such. It shall be the duty of all Machinemen to oil and grease the machine at such frequent intervals as may be necessary and generally take care of the machine.

All coal to be paid for on a screened-coal basis, over the present screen, one ton being considered 2,000 pounds.

Pickmaning

Mining and loading of coal, furnishing explosives, handling runs, unloading timber, handling oil, rock and other waste, setting all timber including laying track beyond switch, taking up track in retreating \$1.70 per ton. Cribbing pillars and stumps when ordered, \$1.25 per cubic. Lifting bottom in squeezed pillars and stumps when ordered, to be paid for on the basis of 50 cents per linear yard for one foot in thickness. When ordered to retimber roads in squeezed pillars or stumps,

Dollars and Tensetsu (about \$2.20 per hour) and, in
 strikingly beautiful areas. The morning breeze was through
 the palm groves and the road was paved with a hard
 and smooth, reflecting surface of stone or concrete. The
 landscape was very green and very warm and very
 beautiful. The morning breeze was through the palm
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 a hard and smooth, reflecting surface of stone or con-

From now on to be paid for an entry real house until
rent a system. It fast while there, rent rising to
July

Learning Objectives

[illegible]

coal, entry width, on the basis of One Dollar and Sixty-nine Cents (\$1.69) per linear yard for each foot in depth. Hauling top in entries is little as entry width one Dollar and Sixty-two Cents (\$1.62) per linear yard (measured on entry width and height, One Dollar and Eighty-five Cents (\$1.85) per linear foot.

Water in Entries

If any charge of Monohel machines due to a wet hole, the Company agrees to credit that amount of explosive to the man affected. Re-setting props when directed, ten cents 10c per prop. A set of timbers consists of a cross bar and two props. Bridge sticks 6 inches by 6 inches, or round timber Ninety-two Cents 92c per set.

Lifting Bottoms

Where men are required to lift bottoms in narrow work, the following rates will apply. In butt entries and slabs between face entries on the basis of Eighty-three Cents 83c per yard for each foot in thickness, in face entries and slabs between butt entries on the basis of One Dollar and Four Cents (\$1.04) per yard for each foot in thickness. A place to be sheared to the full height of the roadway when practicable and when it is found impracticable to shear bottoms cutting will be done as near rail level as possible.

Shearing Coal for Miners

Miners in entries, cross-cuts, slabs and rooms, shall be charged Seventy Cents 70c per sheet for each place sheared.

Miscorock Award effective December 15th 1934

(1) Cars shall be delivered to the working face for the contract in tons and whole ton delivered Ten Cents 10c per ton shall be deducted from the contract loading rates shown.

(2) A system shall be installed whereby there shall be two miners in each room.

(3) In entries a total of four holes will be drilled per cut (two in the coal and two in the bottom) by a machine man (corrected for driller) at a cost to the Miner of Twenty-five Cents (25c) per hole, which amount shall be paid to the machine man (formerly driller).

(4) The Company will co-operate fully to provide spare places where possible when same are needed for men in entries.

Appendix to Agreement

It is understood that the Company agrees to pay the miner at the rate of One Dollar and Sixty-seven Cents (\$1.67) for each unsheared break-off cut in room necks, cross-cuts, slants and entries it being understood and agreed that this rate shall not apply to any other unsheared coal. It is also understood that the above rate will cease to be in effect at such time as the Company shall have made arrangements to have the above places sheared.

Cars (Galt Mine No. 8)

It is agreed by both parties, that where miners are asked to push cars over two hundred (200) feet from the nearest switch the Company will pay One Hour per cut company time for each such place where over pushing is done.

It is agreed by both parties that, where, due to adverse grades, two miners cannot push a loaded car from the face to the cross-cut or an empty car from the last switch to the face, and they are asked by the person in charge to use a horse or pony for the above purpose, the Company will pay One Hour Company time for each place per day, when such horse or pony is used.

Charges and Consideration for Supply of Carbons

(At present effective at Standard Mine)

Where used in bringing down Room Coal, the charge without drilling shall be 6 cents per ton.

The charge in entries or narrow places shall be 9 cents per ton.

An additional charge of 25 cents per hole shall be made on the loader for drilling and there shall be 4 drill holes to a wide room and 2 drill holes in entries or narrow places. The 25 cents per hole charged to the loader shall be paid to the driller for drilling the holes.

The Company, as superintending the shooting of coal, will endeavor to eliminate pop shots. Where pop shots are found necessary and the cause traceable to the driller, the driller shall be held responsible to the miner and shall reimburse the miner at the rate of 3½c per foot for drilling.

Where coal falls the full height of seam without breaking up, miners will drill pop shots free of charge and company will supply explosives for same.

LOCAL CONDITIONS

Dockage

A loader will be fined Twenty-five Cents (25c) for each offence for sending out dirty coal and after the third offence he may be discharged. When fined his number will be placed on the dockboard. The placing of his number on the dockboard will be considered as due warning. When two men are working in one place, both men shall be equally held responsible for the loading of dirty coal and any fine imposed shall be split equally between them.

Leads Day Wages

To be computed from the time the first workman in the shift leaves the surface to the time the first workman in the shift returns to the surface.

Abnormal Conditions

An abnormal condition shall be considered as a condition where the seam is faulty or thins out to a point less than 48 inches in thickness. If the seam is under 48 inches in thickness, 7 cents per ton extra for each inch will be paid.

Tools

To reduce loss of tools to the Company, each contract miner will be charged price of his tools in three equal instalments. This amount will be credited to the miner and will be returned to him, less 10 per cent for depreciation when he returns his tools to the Company.

All tools wilfully broken or damaged to be paid for by the miner.

THIS AGREEMENT shall be forthwith submitted by the Union for ratification by referendum to its membership, and upon being ratified by a majority voting upon such referendum, this Agreement and all provisions thereof shall be deemed to have become and to have been binding on the parties of the first and second parts as from the date hereof.

IN WITNESS WHEREOF, the parties herunto set their hands at Calgary, Alberta this 3rd day of July A.D. 1953.

Signed on behalf of the United Mine Workers of
America, District 18.

"R. LIVETT"

"W. URE"

"EDWARD BOYD"

"J. STOKALUK"

"M. F. SUSNAR"

"D. McDONALD"

"JAMES A. WOOD"

"GEORGE BRYCE"

"W. WYROSTOK"

"J. F. DUGDALE"

"S. WEAVER"

"THOMAS MACKIE"

"MARKO ZDUNICH"

Witness as to above signatures:

"S. W. FOSS"

Signed on behalf of The Coal Operators' Association
of Western Canada'

"L. PATRICK"

"WM. BIRD"

"H. WILTON-CLARK"

"T. SMITH"

"R. DUNN"

"WM. WILSON"

"W. C. WHITTAKER"

"S. G. McMULLEN"

"DONALD C. McVEIGH"

"HENRY K. REED"

"D. B. YOUNG"

"T. W. FORSHNER"

"E. R. JOHNSON"

"J. J. HAMILTON"

"T. G. EWART"

"U. S. ANSLEY"

"J. SANDINO"

"R. RICHARDS"

"A. D. STURROCK"

"P. F. PULLEN"

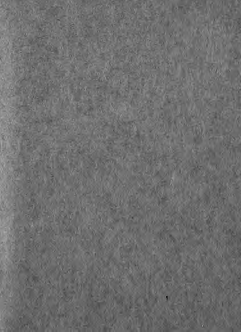
Witness as to above signatures

"S. W. FOSS"

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